



**Office of the Mayor**  
**City of Seattle**  
Gregory J. Nickels, Mayor

**Executive Order: 02-04**  
**City Recognition of Valid Marriage Licenses**

*An Executive Order Acknowledging the Validity of Marriages Regardless of the Sex of the Individuals for Purposes of City Employee Benefits and Affirming the City's Support for Gay Marriage.*

WHEREAS, the City of Seattle has long prided itself on its commitment to diversity in all its forms; and

WHEREAS, marriage is a fundamental constitutional right and encouraging and protecting the institution of marriage makes our families and communities more stable and secure; and

WHEREAS, hundreds of protections, privileges, benefits and responsibilities are denied to same sex couples because of their inability to marry; and

WHEREAS, marriage equality should be afforded to all consenting, adult couples regardless of their sexual orientation; and

WHEREAS, the City of Seattle has recognized domestic partnerships since 1989 and has subsequently granted equal employee benefits to city employees with a domestic partner; and

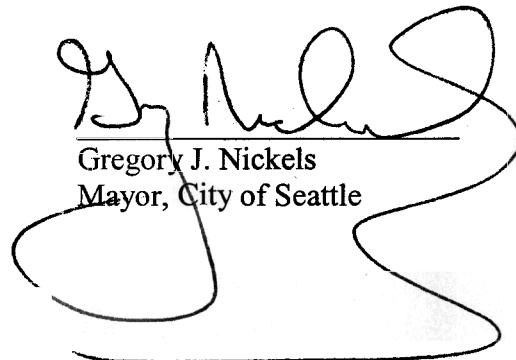
WHEREAS, fundamental rights that are guaranteed under the Constitutions of the United States and of the State of Washington should not be denied to any individual.

NOW, THEREFORE, I, GREGORY J. NICKELS, Seattle Mayor, do order that all City Departments recognize the same sex marriages of City employees in the same manner as they currently recognize opposite sex marriages of City employees for purposes of granting employee benefits and other benefits ordinarily received in the course of

employment. Further, the Office of Civil Rights is authorized to receive and investigate complaints from city employees, in cooperation with the affected departments, regarding violations of this order. The City's Personnel Department is ordered to devise guidelines in accordance with this Executive Order. All other City departments are ordered to review their practices to ensure compliance with this Order.

Inquiries regarding this Executive Order should be directed to Germaine Covington, Seattle Office for Civil Rights at (206) 684-4500.

Dated this 8 day of March 2004.



Gregory J. Nickels  
Mayor, City of Seattle